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#### ABSTRACT

Data from a variety of sources are used to examine enrollment and employment trends in public higher education. U.S. public institutions of higher education are charged with supplying much of the human capital that will power the economy and with filling the pipeline of qualified workers. Data suggest that there are several important "disconnects" that state colleges and universities must be prepared to tackle in their own academic pipeline building activities. Racial and ethnic diversity is becoming more of a challenge at each level of the academy, and significant disparities remain in participation of minorities at various levels of academe. The greatest diversity is found at the undergraduate level; "pipeline" fractures are especially evident at levels of campus leadership where racial and ethnic diversity continues to lag. The next decade will test the creativity and foresight of higher education leaders and policymakers alike as the reality of increasing racial and ethnic diversity meets the reality of economic restructuring and fiscal retrenchment. Attending to pipeline issues will be essential for public higher education if opportunity and success are to be articulated fully. (SLD)



## Filling the Pipeline: A Look at Enrollment and Employment Trends in Public Higher Education

American Association of State Colleges and Universities

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# Filling the Pipeline

### A Look at Enrollment and Employment Trends in Public Higher Education

## New Economy, New Challenges

The rapid emergence of a New Economy driven by knowledge and services is bringing unprecedented opportunities and challenges in virtually all aspects of American life. Perhaps nowhere are both the opportunities and challenges more acutely felt than on the campuses of our nation's public colleges and universities, which are charged with supplying much of the human capital that will power our economy and build and maintain our communities.

Meeting this human capital demand must be done in the context of campuses and communities that are becoming more racially and ethnically diverse. Over the next decade, the portion of the nation's adult population made up of racial and ethnic minorities will increase from just over one-quarter to nearly one-third. Much of this growth will occur among populations that have experienced serious challenges and disadvantages in their educational and economic experiences. Public higher education, as a leader in the terra incognita of the Information Age, will be expected to thoughtfully and proactively address the challenges of building and maintaining a human capital pipeline in a time of substantial demographic change.

The data that follow suggest that there are several important

"disconnects" that state colleges and universities must be prepared to tackle in looking at their own pipeline building endeavors. For example, how do institutions translate increasing diversity at the undergraduate level to the graduate level? What can be done to build diversity within the ranks of the academy or widen the path to institutional leadership?

Dissecting trend data and projections about what has happened and is likely to happen in higher education enrollment and staffing will be extremely important for the development of policies and programming that promote access and success throughout the campus community. Gathering and assessing the data is the easy part—acting on the data is where the challenge lies.

#### The Current View

Over the past decade, public four-year institutions have become more racially and ethnically diverse at the student, faculty, and leadership levels. Beneath the overall gains lie patterns that point to weak spots in higher education's human capital pipeline and bear further attention by university leaders and policymakers.

Racial and ethnic diversity becomes more of a challenge at each level of the academy. More specifically, one finds less diversity in moving from student/faculty to leadership ranks, where the pace of diversification also appears to be slower. While this is perhaps not surprising to many in the higher education world, it is a pattern that should give pause, particularly in light of current and future changes in the student population.

Among minority groups, there are significant disparities in participation at various levels of academe. These disparities become especially pronounced when looking at demographic trends in faculty and university leadership. Greater emphasis should be placed on understanding the cause(s) of these disparities, and addressing them where possible.

The following findings boldly underscore the point that one of the most pressing—and potentially vexing—challenges for states and their colleges and universities in the years ahead will be to fortify the human capital pipeline to and through all areas of the campus community.

#### **Students (undergraduate)**

The greatest racial and ethnic diversity in state colleges and universities is currently found at the undergraduate level. In fall 2000, racial and ethnic minorities represented just over one-quarter (27.3 percent) of total undergraduate enrollment at public four-year institutions, which represents an increase of more than 7 percentage points over 1990 levels and essentially mirrors the

### Table 1. Racial/Ethnic Distribution of U.S. Adult Population, Public Higher Education 2000

		Public Four-Year Institutions					
	U.S. Adult Population	Students (undergraduate)	Students (graduate)	Full-time Faculty	Exec./Admin./ Mgr. Staff	CEOs	
African American	11.4%	11.2%	9.7%	4.8%	9.7%	11.0%	
American Indian/Alaska Native	0.6%	1.0%	0.7%	0.5%	0.6%	1.0%	
Asian/Pacific Islander	3.7%	6.5%	5.2%	7.2%	2.0%	2.2%	
Hispanic	10.3%	8.6%	6.7%	3.8%	3.6%	4.6%	
White	74.0%	72.7%	77.7%	83.8%	84.1%	81.0%	

**Sources:** • U.S. Census Bureau [adult population]

- U.S. Department of Education, Integrated Postsecondary Education Data System (IPEDS) [students, faculty, executive administrative/managerial staff]
- American Council on Education [CEOs]

minority share of the nation's adult population. The largest minority group among undergraduates is African Americans [see Table 1], but rapid growth among Hispanic and Asian/Pacific Islander students has significantly increased their relative shares of the minority student population [see Figure 1].

#### Students (graduate)

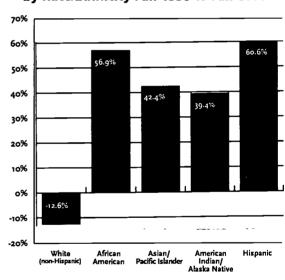
Moving beyond the baccalaureate level, diversity is on the rise, but not to the magnitude that it is being experienced at the undergraduate level or among the population at large. In fall 2000, students from racial/ethnic minority groups constituted 22.3 percent of total graduate enrollment at public four-year institutions, an increase of approximately 8 percentage points over 1990 levels. Once again, African American students show the greatest presence at this level, but marked gains by other minority groups during the 1990s

helped to narrow the difference in relative share among the groups.

[see Table 1 and Figure 2]

The smaller minority share at this level and slower growth of that share relative to undergraduate enrollment combine to focus attention on a couple of key questions:

Figure 2. Change in Graduate Enrollment at Public Four-Year Institutions by Race/Ethnicity Fall 1990 to Fall 2000



**Source**: U.S. Department of Education, National Center for Education Statistics

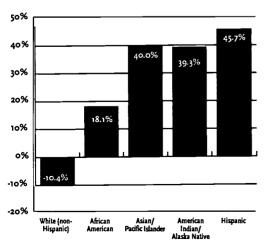
Are federal, state, system, and campus efforts to recruit graduate students working in concert or in competition with one another?

Are those recruitment efforts in step with current and emerging demographic realities?

#### **Faculty**

Cracks in the human capital pipeline become significantly more

Figure 1. Change in Undergraduate Enrollment at Public Four-Year Institutions by Race/Ethnicity Fall 1990 to Fall 2000



**Source**: U.S. Department of Education, National Center for Education Statistics

Table 2. Racial/Ethnic Distribution of CEOs Public Four-Year
Institutions by Institutional Type, 1990 and 1998

		.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	ter's	<u>Baccalaureate</u>		
1990	1998	1990	1998	1990	1998	
1.5%	7.3%	14.1%	16.9%	5.9%	15.6%	
0.8%	0.7%	0.0%	2.9%	2.9%	0.0%	
0.0%	0.0%	0.3%	0.8%	0.0%	1.6%	
0.0%	0.7%	4.4%	5.0%	2.9%	7.8%	
97.7%	91.2%	80.9%	74.4%	85.4%	75.0%	
0.0%	0.0%	0.3%	0.0%	2.9%	0.0%	
100.0%	99.9%	100.0%	100.0%	100.0%	100.0%	
	1.5% 0.8% 0.0% 0.0% 97.7% 0.0%	1.5% 7.3% 0.8% 0.7% 0.0% 0.0% 0.0% 0.7% 97.7% 91.2% 0.0% 0.0%	1.5%       7.3%       14.1%         0.8%       0.7%       0.0%         0.0%       0.0%       0.3%         0.0%       0.7%       4.4%         97.7%       91.2%       80.9%         0.0%       0.3%	1.5%       7.3%       14.1%       16.9%         0.8%       0.7%       0.0%       2.9%         0.0%       0.3%       0.8%         0.0%       0.7%       4.4%       5.0%         97.7%       91.2%       80.9%       74.4%         0.0%       0.3%       0.0%	1.5%       7.3%       14.1%       16.9%       5.9%         0.8%       0.7%       0.0%       2.9%       2.9%         0.0%       0.0%       0.3%       0.8%       0.0%         0.0%       0.7%       4.4%       5.0%       2.9%         97.7%       91.2%       80.9%       74.4%       85.4%         0.0%       0.0%       0.3%       0.0%       2.9%	

Sources: • American Council on Education, 1990 National Presidents Study

• American Council on Education, The American College President 2000

apparent in the transition from student to faculty ranks. At the full-time faculty level, diversity again slips relative to the general adult population and faculty ranks appear to be diversifying at a slower rate than the student population. Additionally, the participation of different minority groups changes substantially at this level. In fall 2000, racial/ ethnic minorities made up just 16.3 percent of all full-time faculty at public four-year colleges and universities, an increase of just 2.4 percentage points from fall 1993 levels. Unlike the student population, Asian/Pacific Islander participation dominates the faculty ranks, spurred by strong growth relative to other groups during the 1990s. [see Table 1 and Figure 3]. As with graduate students, diversity trends at the faculty level raise pointed questions for campus leaders and policymakers:

How aggressively—and effectively—are minority students being recruited to the academic track, especially in relation to the professions?

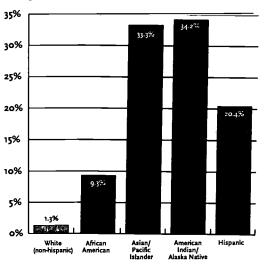
What is being done to reach out to groups that represent a disproportionately small share of faculty (e.g. Hispanics)? Are there model policies and programs that can be replicated and/or adapted?

# Leadership (chief executives and administrators)

Pipeline fractures are similarly evident at the level of campus leadership, where racial/ethnic diversity continues to lag, and where the most pronounced differences among different minority groups are most in evidence. For executive/administrative/managerial positions at public four-year institutions\*, racial/ethnic

institutions\*, racial/ethnic minorities comprised just 15.9 percent of all positions, an increase of less than 2 percentage points over a seven-year period. At the chief executive level, racial/ethnic minorities occupied 19 percent of the chief executive positions at

Figure 3. Change in Full-Time Faculty at Public Four-Year Institutions by Race/Ethnicity Fall 1993 to Fall 2000



**Source**: U.S. Department of Education, National Center for Education Statistics

public four-year institutions in 2000, which represents a slightly larger gain over the period.

A comparison of racial/ ethnic composition of faculty and leadership ranks reveals interesting departures from patterns established at the student level. For example, African Americans clearly prevail as the leading minority group among chief executives and campus administrators, but they significantly lag Asian/Pacific

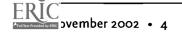
<sup>&#</sup>x27;Defined by the National Center for Education Statistics as "all persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof."

Table 3. Projected Change in Undergraduate Enrollment--Public Institutions 2000-2015 By State and Region

New England  55,152  13,5%  13,186  5,6%  8,8,66  31,44  9,129  73,0%  17,991  1,982  6,66%  4,802  Masackuestts  22,111  15,6%  7,368  5,1%  1,997  36,66%  1,992  78,0%  9,804  Masackuestt  22,111  15,6%  7,368  5,1%  1,997  35,0%  3,982  78,0%  9,804  Masackuestt  22,111  15,6%  7,368  5,1%  1,997  35,0%  3,982  78,0%  9,804  8,806  8,806  8,906  9,804  8,806  8,906  9,804  8,806  8,906  9,804  8,806  8,906  9,804  8,806  8,906  9,804  8,806  8,906  9,804  8,806  8,906  9,804  8,806  8,906  9,804  8,806  8,906  8,806  8,906  9,806  8,906  8							_					
Connection:	5tate/Region	Total#	Total%	White#	White%					Hispanic#	Hispanic%	
Mayaschustus 28,111 15,65% 7,368 5.1% 4,957 35.0% 5.982 78.0% 9,804 Now Hampshire 5,001 13,3% 4,196 11.6% 108 29,0% 342 63.3% 355 Nobe 5,981 78.0% 9,804 Now Hampshire 5,001 13,3% 4,196 11.6% 108 29,0% 342 63.3% 355 Nobe 5,981 78.0% 11.75 67% 17.01 5.9% 526 31.0% 465 78.8% 2.473 Normont 1,175 67% 1790 4.7% 66 66.7% 128 47.8% 1911 Normont 1,175 67% 1790 4.7% 66 66.7% 128 47.8% 1911 Normont 1,175 67% 1790 4.7% 66 66.7% 128 47.8% 1911 Normont 1,175 67% 1900 12.3% 1,582 1.6% 5.543 2.2% 1.2% 1.2% 1.2% 1.2% 1.2% 1.2% 1.2%	New England										68.7%	
Massachurett	Connecticut										58.4%	
New Hampshire         5,001         13,3%         4,196         11,6%         108         29,0%         342         63,3%         355           Rhode Island         5,165         15,1%         1,701         5.9%         526         31,0%         465         78.8%         191           Mid East         186,210         12,3%         15,842         1.8%         50,433         17,9%         45,190         56.4%         74,655           District of Columbia         3,372         22,79%         320         20,7%         2,033         22,4%         188         66,7%         831           Delavare         3,552         11,1%         1,013         4,4%         1,652         23,7%         1,98         21,5%         9,88         1,7693           Now Jersey         36,234         14,0%         7,698         2,1%         1,5564         1,27%         23,911         56,0%         1,7693         1,7693         1,7693         1,7693         1,7693         1,7693         1,7693         1,7693         1,7693         1,0%         1,041         1,0%         1,041         1,0%         1,041         1,0%         1,042         1,0%         1,042         1,0%         1,042         1,0%         1,042	Maine		4.3%								76.9%	
Rhode Island	Massachusetts	28,111	15.6%	7,368	5.1%	4,957					72.4%	
Welmont	New Hampshire	5,001	13.3%	4,196		108					67.4%	
Mid East   186,210   12.3%   15,842   1.6%   50,543   17.9%   45,190   56.4%   74,635   Datrict of Columbia   3,372   27.9%   320   20.7%   20.33   22.4%   188   66.7%   631   Maryland   38,205   11.1%   1.013   4.4%   1.652   23.7%   196   32.5%   691   Maryland   38,205   18.4%   7.665   6.3%   16.489   26.65%   6.183   51.7%   7.868   Maryland   38,205   18.4%   7.665   6.3%   16.489   26.65%   6.183   51.7%   7.868   New York   89,234   14.0%   7.608   2.1%   7.504   12.7%   23.911   58.0%   42.661   7.7673   7.76	Rhode Island	5,165	15.1%	1,701	5.9%	526					78.9%	
District of Columbia	Vermont	1,175	6.7%	790	4.7%	66	66.7%	128	47.8%	191	71.0%	
Delaware  3,552 11,11% 1,013 4,4% 1,1652 23,7% 196 32,5% 691 Maryland 38,205 18,4% 7,665 6,3% 16,489 26,6% 6,618 31,7% 7,688 New Jetrey 38,270 14,5% 2,389 1,4% 7,910 18,9% 10,298 59,9% 17,673 17,673 17,673 17,673 17,673 1,763 1,734 1,744 1,754 1,755 1,756 1,	Mid East	186,210	12.3%	15,842	1.6%	50,543	17.9%	45,190	56.4%	74,635	42.8%	
Delaware 3,552 11.1% 1,013 4.4% 1,652 23.7% 196 32.5% 691 Maryland 38,205 18.4% 7,665 6.3% 16.489 26.6% 6,183 51.7% 7,868 New Jersey 38,270 14.5% 2,389 1.4% 7,910 18.9% 10,298 59.9% 17,673 New York 89,234 14.0% 7,608 21.9% 15.564 12.7% 23,911 58.0% 42,061 Pennsylvania 13,577 3,7% -3,153 -1.0% 6,805 17.3% 4,414 50.1% 55.511 Sembly 41,112 8.6% 3,058 0.9% 7,365 9.8% 9,267 41.6% 21,422 inclaina 11,355 44.8% 4,464 2.2% 2,716 11.6% 11.5% 13.8% 36.6% 2,172 inclaina 11,335 44.8% 4,464 2.2% 2,716 11.6% 11.5% 3,66 Ohio 6,420 11.5% -2,229 -2.5% 9.09% 11.0% 3,304 43.1% 3,306 Ohio 6,420 11.5% -2,229 -2.5% 9.09% 11.0% 3,304 43.1% 3,306 Ohio 6,420 11.5% -2,229 -2.5% 9.09% 1.6% 3,306 60.6% 2,835 Ohio 6,420 11.5% -2,239 -2.5% 9.09% 1,782 22.1% 9.94 4.854 12.00 Ohio 6,420 11.5% -2,239 -2.5% 9.09% 1.782 22.1% 9.94 4.854 12.00 Ohio 6,420 11.5% -3,266 -2.0% 7.99 11.6% 3,304 43.1% 3,306 Ohio 6,420 11.5% -2,239 -2.5% 9.09% 1.782 22.1% 9.94 4.854 12.00 Ohio 6,420 11.5% -2,239 -2.5% 9.09% 1.782 22.1% 9.94 4.854 12.00 Ohio 6.60 11.441 5.3% -1,769 -0.9% 4.05% 4.69 9.95 37.6% 1.116 Maryland 1.00 Ohio 6.60 11.441 5.3% -1,769 -0.9% 4.05% 4.69 4.09% 1.782 22.1% 1.231 30.4% 3,768 Minrestora 11.441 5.3% -1,769 -0.9% 4.05% 4.69 4.69 0.00 4.2,835 Ohio 12.538 6.1% 5.418 3.1% 4.966 1.5% 842 30.0% 2.182 Missouri 12.538 6.1% 5.418 3.1% 4.966 1.5% 842 30.0% 2.182 Missouri 12.538 6.1% 5.418 3.1% 4.966 1.5% 842 30.0% 2.182 North Dakota 7.666 5.59% 1.1271 3.8% 10.5 20.4% 179 30.7% 221 South Dakota 1.666 5.59% 1.1271 3.8% 10.5 20.4% 179 30.7% 221 South Dakota 1.566 5.59% 1.128 1.138 1.138 1.134 1.28 1.28 1.29 1.29 1.29 1.29 1.29 1.29 1.29 1.29	District of Columbia	3,372	27.9%	320	20.7%	2,033	22.4%	188	66.7%	831	70.1%	
New Jersey 38,270 14,5% 2,389 1,4% 7,910 18,9% 10,298 59,9% 17,673 New York 88,234 14,0% 7,608 2,1% 15,654 12,7% 23,911 50,1% 5,511 6,805 17,3% 4,414 50,1% 5,511 6,805 17,3% 4,414 50,1% 5,511 6,805 17,3% 4,414 50,1% 5,511 6,805 17,3% 4,414 50,1% 5,511 6,805 17,3% 4,414 50,1% 5,511 6,805 17,3% 4,414 50,1% 5,511 6,805 17,3% 4,414 50,1% 5,511 6,805 17,3% 4,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,805 17,3% 6,414 50,1% 5,511 6,1% 5,300 4,41,1% 3,306 6,805 17,3% 6,414 50,1% 5,511 6,1% 5,300 4,41,1% 3,306 6,805 17,3% 6,414 50,1% 5,511 6,1% 5,300 4,41,1% 3,306 6,805 17,3% 6,414 50,1% 5,511 6,1% 5,300 4,41,1% 3,306 6,805 17,3% 6,414 50,1% 5,511 6,1% 6,414 50,	Delaware	3,552	11.1%	1,013	4.4%	1,652	23.7%			691	62.0%	
New York	Maryland	38,205	18.4%	7,665	6.3%	16,489	26.6%	6,183	51.7%	7,868	68.2%	
New York			14.5%	2,389	1.4%	7,910	18.9%	10,298	59.9%	17,673	48.7%	
Pennsylvania 13,577 3,7% -3,153 -1,0% 6,805 17,3% 4,414 50,1% 5,511  Great Lakes 75,049 4,0% -15,419 -1,0% 31,425 13,2% 23,477 44,5% 35,566 [Illinois 41,112 8,6% 3,058 0,9% 7,365 9,8% 9,267 41,6% 21,422   Indiana 11,395 4,8% 4,464 2,2% 2,716 11,6% 11,598 36,6% 2,617   Michigan 10,502 2,3% -7,268 -2,0% 7,930 11,6% 1,598 36,6% 2,617   Michigan 10,502 2,3% -7,268 -2,0% 7,930 11,6% 1,598 36,6% 2,617   Michigan 10,502 2,3% -7,268 -2,0% 7,930 11,6% 1,598 36,6% 2,617   Michigan 10,502 2,4% -6,444 -3,1% 4,375 30,8% 4,854 4,854   Michigan 1,502 2,4% -5,966 -5,3% 99,039 16,1% 3,304 43,1% 3,306   Michigan 1,502 2,4% -5,966 -5,3% 996 24,5% 991 37,6% 1,116   Michigan 1,441 5,3% -1,769 -0.9% 4,058 46,9% 6,010 54,2% 3,142   Michigan 1,243 5,36 1,4% 5,418 3,36 1,4% 5,418							12.7%	23,911	58.0%	42,061	36.7%	
Illinois									50.1%	5,511	56.5%	
Illinois	Great Lakes	75 049	4.0%	-15.419	-1.0%	31.425	13.2%	23.477	44.5%	35.566	41.3%	
Indiana 11,395 4.8% 4.464 2.2% 2716 11.6% 1.598 36.6% 2.617 Michigan 10,502 2.3% -7.268 -2.0% 7.990 11.6% 4.454 4.27% 5.386 Ohio 6.420 1.5% 9.229 -2.5% 9.039 16.1% 3.304 43.1% 3.306 Ohio 6.420 1.5% 9.229 -2.5% 9.039 16.1% 3.304 43.1% 3.306 Ohio 6.420 1.5% 9.229 -2.5% 9.039 16.1% 3.304 43.1% 3.306 Ohio 6.420 1.5% 9.229 -2.5% 9.039 16.1% 3.304 43.1% 3.306 Ohio 6.420 1.5% 9.229 -2.5% 9.039 16.1% 3.304 43.1% 3.306 Ohio 6.420 1.5% 9.229 -2.5% 9.039 16.1% 9.804 43.3% 42.66% 2.883   Plains 31,175 3.8% -2.648 -0.4% 11,953 24.1% 9.844 43.3% 12,026 Owa -2.863 -2.4% 5.966 -5.3% 9.96 24.5% 991 37.6% 11,116 Kansas 9.999 7.7% 3.178 2.9% 1.782 2.21% 1.231 30.4% 3.768 Ohimnesota 11,441 5.3% 1.769 -0.99% 4.058 46.9% 6.010 5.42% 31,42 Missouti 12,538 6.11% 5.418 3.1% 4.096 16.5% 842 30.0% 2.2182 Missouti 12,538 6.11% 5.418 3.1% 4.096 16.5% 842 30.0% 2.2182 Ohio baketa 2.562 3.3% -3.16 -0.4% 888 2.5.9% 477 40.8% 1.513 North Dakota -7.666 -5.59% -1.222 -6.9% 28 13.1% 114 28.4% 84    Southeast 335,989 13.8% 131,428 7.8% 90.681 16.5% 25,628 46.5% 88.45   Southeast 335,989 13.8% 131,428 7.8% 90.681 16.5% 25,628 46.5% 88.45   Southeast 31,544 4.0% 37,181 10.8% 21,371 24.9% 5.501 42.4% 67.48   Florida 131,541 24.0% 37,181 10.8% 21,371 24.9% 5.501 42.8% 613   Kentucky 9.44 0.7% -1.156 -0.9% 952 7.3% 384 29.3% 74.6   Georgia 45,709 71.6% 18,580 10.9% 21,487 27.7% 3.84 29.3% 74.6   South Carolina 18,323 13.7% 12,159 14.0% 41.01 9.5% 907 47.3% 11.55   South Carolina 18,323 13.7% 12,159 14.0% 41.01 9.5% 907 47.3% 11.50   Flannessee 2.0461 11.1% 12,156 -0.9% 952 7.3% 384 29.3% 74.5% 11.50   Southwest 275,675 20.6% 73,027 8.9% 35,365 26.0% 22.029 47.9% 145,254   North Ordina 43,781 15.2% 25,331 14.4% 31.360 18.3% 25.57 7.00   Southwest 275,675 20.6% 73,027 8.9% 35,365 26.0% 22.09 47.9% 145,254   North Garolina 18,323 17.6% 16,116 9.1% 12,355 25.1% 9,100 59.0% 61,000   Alaka 4.861 8.4% 2.9% 5.9% 32,537 25.7% 27.7% 5.10   Southwest 275,675 20.6% 73,027 8.9% 35,365 26.0% 22.09 47.9% 145,554   North Garolina 18,323 11.0% 22.04 5.8% 3.264 25.5% 5.											44.6%	
Michigan 10,502 2,394 -7,268 -2,096 7,3930 11,694 4,454 4,276 5,386 Olyio 6,420 1,594 -9,229 -2,594 9,039 16,196 31,175 33,874 -6,444 -3,176 4,375 30,874 4,854 60,696 2,835  Plains 31,175 3,876 -2,486 -5,966 -5,396 17,82 22,194 1,231 30,474 3,768 11,166 Missouri 12,538 61,196 Missouri 12,548 61,196 Missouri 14,196 Missouri 14,											38.2%	
Ohio 6,420 1,5% 9,229 -2,5% 9,039 16,1% 3,304 43,1% 3,306 Wisconsin 5,620 2,4% -6,444 -3,1% 4,375 30.8% 4,854 60.6% 2,835 Wisconsin 5,620 2,4% -6,444 -3,1% 4,375 30.8% 4,854 60.6% 2,835 Wisconsin 5,620 2,4% -6,444 -3,1% 4,375 30.8% 4,854 60.6% 2,835 Wisconsin 31,175 3,8% -2,648 -0,4% 11,953 24,1% 9,844 43,3% 12,026 lowa -2,863 -2,4% -5,966 -5,3% 996 24,5% 991 37,6% 1,116 Kansas 9,959 7,7% 3,178 2,9% 1,782 22,1% 1,231 30.4% 3,768 Minnestota 11,441 5,3% -1,769 -0,9% 4,058 4,65% 6,010 54,2% 3,142 Missouri 12,538 6,1% 5,418 3,1% 4,096 16,5% 842 30,0% 2,182 Nobraska 2,562 3,3% -316 -0,4% 888 25,5% 477 40,8% 1,513 North Dakota -7,66 -2,2% -1,271 -3,8% 105 20,4% 179 30,7% 2,218 North Dakota -1,696 -5,9% -1,922 -6,9% 28 13,1% 114 28,4% 84 Southeast 335,989 13,8% 131,428 7,8% 90,681 16,5% 25,628 46,5% 88,252 Alabama 15,564 8,6% 10,584 8,1% 3,255 7,0% 764 34,5% 961 North Dakota -1,696 -5,9% 1,8520 1,832 7,756 -4,3% 347 28,2% 813 Florida 131,541 24,0% 37,181 10,8% 21,371 24,9% 5,501 42,4% 67,488 Georgia 45,709 17,6% 18,580 10,9% 21,487 27,7% 2,809 45,7% 2,833 Kentucky 944 0,7% -1,156 -0,9% 952 7,3% 384 29,3% 764 Louisiana 14,399 8,2% 2,548 2,3% 6,675 11,9% 134 34 2,544 3,040 Mississippi 3,221 2,7% 1,804 2,6% 462 1,0% 343 2,77% 612 North Carolina 18,323 13,7% 12,159 14,0% 4,101 9,5% 907 47,3% 1,156 North Carolina 18,323 13,7% 12,159 14,0% 4,101 9,5% 907 47,3% 1,156 North Carolina 18,323 13,7% 12,159 14,0% 4,101 9,5% 907 47,3% 1,156 North Carolina 44,353 17,6% 16,116 9,1% 12,355 25,1% 9,100 90, 47,9% 14,554 North Carolina 43,781 17,28 2,548 2,3% 6,675 11,19% 13,45 41,45											35.2%	
Plains   31,175   3.8%   -6,444   -3.1%   -4,375   30.8%   4,854   60.6%   2,835     Plains   31,175   3.8%   -2,648   -0.4%   11,953   24.1%   9,844   43.3%   12,026     Lowa   -2,863   -2,4%   -5,966   -5,3%   996   24.5%   991   37.6%   1,116     Kansas   9,959   7.7%   31,78   2,9%   1,782   22.1%   1,231   30.4%   3,768     Minnesota   11,441   5,3%   -1,769   -0.9%   4,058   46.9%   6,010   54.2%   31.42     Missouri   12,538   61.%   5,418   31.%   4,096   16.5%   842   30.0%   2,182     North Dakota   -7,666   -2.2%   -1,271   -3.8%   105   20.4%   179   30.7%   22.1     South Dakota   -1,696   -5.9%   -1,272   -5.9%   28   13.1%   114   28.4%   84     Southeast   335,989   131,428   7.8%   90,681   16.5%   25,628   46.5%   88,252     Alabama   15,564   8.6%   10,584   8.1%   3,255   7.0%   764   34.5%   961     Arkansas   3,023   3.4%   2,619   3.8%   -756   -4.3%   347   28.2%   813     Florida   131,541   24.0%   37,181   10.8%   21,371   24.9%   5,501   42.4%   67,488     Georgia   45,709   17,6%   18,580   10.9%   21,487   27,7%   2,809   45.7%   2,833     Kentucky   944   0.7%   -1,156   -0.9%   952   7.3%   384   29.3%   764     Louisiana   14,399   8.2%   2,548   2,348   2,34   6,875   11.9%   1,936   45.4%   3,040     Mississippi   3,221   2.7%   1,804   2.6%   462   1.0%   343   27.7%   612     North Carolina   13,331   15.2%   25,331   12.4%   13,360   18.3%   755   7.9%   764   24.5%   30.40     Mississippi   3,221   2.7%   1,804   2.6%   462   1.0%   343   27.7%   612     North Carolina   13,353   17.6%   16,116   9.1%   17.55   1.9%   1.936   45.4%   30.40     Mississippi   3,221   2.7%   1,804   2.6%   462   1.0%   343   27.7%   612     North Carolina   13,353   17.6%   16,116   9.1%   17.55   1.9%   1.936   45.4%   30.40     Mississippi   3,221   2.7%   1,804   2.6%   4.62   1.0%   34.3   2.75   6.2     North Carolina   13,353   17.6%   16,116   9.1%   17.95   1.9%   1.936   45.4%   3.040     Mississippi   3,221   2.7%   1,804   2.6%   4.62   1.0%   3.33   3.4%   2.555   4.74%   2.545											37.2%	
Plains											40.5%	
Name		•									E4 00/	
Santas   9.959   7.7%   3.178   2.9%   1.782   22.1%   1.231   30.4%   3.768		•									<b>54.0%</b>	
Minseota 11,441 5,3% -1,769 -0,9% 4,058 46,9% 6,010 54,2% 3,142 Missouri 12,538 6,1% 5,418 3,1% 4,096 16,5% 842 30,0% 2,182 Nebraska 2,262 3,3% -316 -0,4% 888 25,9% 477 40,8% 1,513 North Dakota -766 -2,2% -1,271 -3,8% 105 20,4% 179 30,7% 221 South Dakota -1,696 5,9% 1,922 -6,9% 28 13,1% 114 28,4% 84    Southeast 335,989 13,8% 131,428 7,8% 90,681 16,5% 25,628 46,5% 88,252 Alabama 15,564 8,6% 10,584 8,1% 3,255 7,0% 764 34,5% 961 Arkansas 3,023 3,4% 2,619 3,8% -756 4,3% 347 28,2% 813 Florida 131,541 24,0% 37,181 10,8% 21,371 24,9% 5,501 42,4% 67,488 Georgia 45,709 17,6% 18,580 10,9% 21,487 27,7% 2,809 45,7% 2,833 Kentucky 944 0,7% -1,156 -0,9% 952 7,3% 384 29,3% 764 Louisiana 14,399 8,2% 2,548 2,3% 6,875 11,9% 1,936 45,4% 3,040 Mississippi 3,221 2,7% 1,804 2,6% 462 1,0% 343 27,7% 612 North Carolina 18,323 13,7% 12,159 14,0% 4,101 9,5% 90,07 4,3% 1,55 South Carolina 18,323 13,7% 12,159 14,0% 4,101 9,5% 90,07 4,3% 1,05 South Carolina 18,323 13,7% 12,159 14,0% 4,101 9,5% 90,07 4,3% 1,156 South Carolina 43,781 15,2% 25,331 12,4% 13,360 18,3% 2,545 47,4% 2,545 South Carolina 18,323 13,7% 12,159 14,0% 4,101 9,5% 90,07 47,3% 1,156 Flennesse 20,461 11,1% 11,715 8,2% 7,014 18,3% 711 34,5% 1,021 Virginia 44,353 17,6% 16,16 9,1% 12,535 25,1% 9,100 59,0% 6,602 Virginia 43,781 13,683 10,0% 4,874 4,3% 3,829 27,3% 1,529 39,2% 3,451 Texas 201,095 22,6% 50,914 10,2% 29,238 26,4% 17,413 51,8% 10,353 10,4% 417 Virginia 43,581 10,0% 4,874 4,3% 3,829 27,3% 1,529 39,2% 3,451 Texas 201,095 22,6% 50,914 10,2% 29,238 26,4% 17,413 51,8% 103,530 10,44 4,44 4,3% 3,829 27,3% 1,529 39,2% 3,451 Texas 201,095 22,6% 50,914 10,2% 29,238 26,4% 17,413 51,8% 10,353 10,44 4,44 4,3% 3,829 27,3% 1,529 39,2% 3,451 Texas 201,095 22,6% 50,914 10,2% 29,238 26,4% 17,413 51,8% 10,353 10,353 12,9% 2,466 4,8% 113 19,4% 387 26,5% 1,865 Montana -9,12 2,3% 1,685 4,48% 113 19,4% 387 26,5% 1,865 Montana -9,12 2,3% 1,685 12,9% 2,48 4,8% 13,48 4,8% 13,48 4,4% 13,48 4,38 3,29 27,3% 1,599 39,2% 3,451 Texas 201,095 22,6% 50,914 10,2% 29,238 26,4% 17,413 51,8% 13,4% 24,56											47.4%	
Missourin         12,538         6,1%         5,418         3,1%         4,096         16,5%         842         30,0%         2,182           Nebraska         2,562         3,3%         -316         -0.4%         88         25,9%         477         40,8%         1,513           North Dakota         -766         -2.2%         -1,271         -3.8%         105         20.4%         179         30.7%         221           South Bacton         -1,696         -5.9%         -1,922         -6.9%         28         13.1%         114         28.4%         84           Southeast         335,989         13.8%         131,428         7.8%         90,681         16.5%         25,628         46.5%         88,252           Alabama         15,564         8.6%         10,584         81.1%         3,255         7.0%         764         34.5%         961           Arkansas         3,023         3.4%         2,619         3.8%         -7.56         -4.3%         347         28.2%         813           Horida         131,541         24.0%         37,181         10.8%         21,371         24.9%         5501         42.4%         67.488           Eouticky	Kansas										58.8%	
Nebraska         2,562         3.3%         -316         -0.4%         888         25.9%         477         40.8%         1,513           North Dakota         -766         -2.2%         -1,271         -3.8%         105         20.4%         179         30.7%         221           South Dakota         -1,696         -5.9%         -1,922         -6.9%         28         13.1%         114         28.4%         84           Southeast         335,989         13.8%         131,428         7.8%         90,681         16.5%         25,628         46.5%         88,252           Alabama         15,564         8.6%         10,584         8.1%         3,255         7.0%         764         34.5%         961           Arkansas         3,023         3.4%         2,619         3.8%         756         4.3%         347         28.09         45.7%         813           Beroida         131,541         24.0%         37,181         10.8%         21,371         24.9%         5,501         42.4%         67,488           Georgia         45,709         17.6%         18,580         10.9%         21,487         27.7%         2.809         45.7%         28.33	Minnesota										60.6%	
North Dakota 7-766 7-2-2% 7-1,696 7-2-2% 7-1,922 7-6-9% 28 7-1,14 28.4% 84  Southeast 335,989 31.8% 131,428 7-8.% 90,681 16.5% 16.5% 7-64 34.5% 961 Arkansas 3,023 3.4% 2,619 3.8% 7-56 4.3% 347 28.2% 813 Horida 131,541 24.0% 37,181 10.8% 21,247 27,7% 2,809 45,7% 2,833 Kentucky 944 0.7% 1,156 0-9,9% 952 7-3,9% 384 2,2-3% 8-48 Mortaonian 14,399 8.2% 2,548 2,396 6,875 11.9% 1,936 4,44,33 3,040 Mississippi 3,221 2,7% 1,804 2,669 4,308 Mississippi 3,221 2,7% 1,804 2,669 4,43% 3,44 2,619 3,84% 3,255 3,048 3,040 4,119 4,119 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1939 4,1936 4,1936 4,1939 4,1936 4,193	Missouri		6.1%	5,418							51.8%	
South Dakota         -1,696         -5,9%         -1,922         -6,9%         28         13.1%         114         28.4%         84           Southeast         335,989         13.8%         131,428         7.8%         90,681         16.5%         25,628         46.5%         88,252           Alabama         15,564         8.6%         10,584         8.1%         3,255         7.0%         764         34.5%         961           Arkansas         3,023         3.4%         2,619         3.8%         -756         4.3%         347         28.2%         813           Florida         131,541         24.0%         37,181         10.8%         21,371         24.9%         5,501         42.4%         67,488           Georgia         45,709         17.6%         18,580         10.9%         21,371         24,9%         5,501         42.4%         67,488           Georgia         45,709         17.6%         18,580         10.9%         252         7.3%         384         29.3%         764           Louisian         14,199         8.2%         2,548         2.3%         6,875         11.9%         1,936         45.4%         3,040           Mississippi	Nebraska	2,562	3.3%		-0.4%	888					44.9%	
Southeast         335,989         13.8%         131,428         7.8%         90,681         16.5%         25,628         46.5%         88,252           Alabama         15,564         8.6%         10,584         8.1%         3,255         7.0%         764         34.5%         961           Arkansas         3,023         3.4%         2,619         3.8%         -756         4.3%         347         28.2%         813           Florida         131,541         24.0%         37,181         10.8%         21,371         24,99         5,501         42.4%         67,488           Georgia         45,709         17.6%         18,580         10.9%         21,381         27.7%         2,809         45.7%         2,833           Kentucky         944         0.7%         -1,156         -0.9%         952         7.3%         384         29.3%         764           Louisiana         14,399         8.2%         2,548         2.3%         6,875         11.9%         1,936         45.4%         3,040           Mississippi         3,221         2.7%         1,804         2.6%         462         1.0%         343         27.7%         612           Louisiana	North Dakota	-766	-2.2%	-1,271	-3.8%	105	20.4%				49.7%	
Alabama 15,564 8.6% 10,584 8.1% 3,255 7.0% 764 34.5% 961 Arkansas 3,023 3.4% 2,619 3.8% -756 -4.3% 347 28.2% 813 Florida 131,541 24.0% 37,181 10.8% 21,371 24.9% 5,501 42.4% 67,488 Georgia 45,709 17.6% 18,580 10.9% 21,487 27.7% 2,809 45.7% 2,833 Kentucky 944 0.7% -1,156 -0.9% 952 7.3% 384 29.3% 764 Louisiana 14,399 8.2% 2,548 2.3% 6,875 11.9% 1,936 45.4% 3,040 Mississippi 3,221 2,7% 1,804 2.6% 462 1.0% 343 27.7% 612 North Carolina 18,322 13.7% 12,159 14.0% 4,101 9.5% 907 47.3% 1,156 Tennessee 20,461 11.1% 11,715 8.2% 7,014 18.3% 711 34.5% 1,021 Virginia 44,353 17.6% 16,116 9.1% 12,555 25.1% 9,100 59.0% 6,602 West Virginia -5,330 -7.9% -6,053 -9.5% 25 0.9% 281 31.4% 417  Southwest 275,675 20.6% 73,027 8.9% 35,365 26.0% 22,029 47.9% 145,254 Arizona 45,155 19,7% 14,161 8.6% 2,061 23.2% 2,654 36.7% 26,279 New Mexico 15,742 18.7% 3,078 6.8% 237 10.3% 433 34.4% 11,994 Oklahoma 13,683 10.0% 4,874 4.3% 3,829 27.3% 1,529 39.2% 3,451 Texas 201,095 22.6% 50,914 10.2% 29,238 26.4% 17,413 51.8% 103,530  Rocky Mountain 49,753 11.0% 22,204 5.8% 3,264 25.5% 5,312 36.3% 18,973 Colorado 26,398 12.9% 10,119 6.3% 2,537 25.7% 2,171 29.5% 11,571 Idaho 4,861 8.4% 2,496 4.8% 113 19.4% 387 26.5% 1,865 Montana -912 -2.3% -1,634 -4.3% 9 4.2% 170 44.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 3,978 12.9% 2,278 8.2% 42 18.3% 220 71.0% 1,438  Far West 746,699 33.9% 146,358 12.7% 27,011 19.0% 258,817 68.0% 314,513 Alaska 6,335 25.6% 1,935 9.9% 326 20.0% 2,926 174.2% 1,148 California 645,767 39.1% 199.714 14.8% 2,2781 18.9% 225,011 73.9% 288,261 Hawaii 15,358 28.0% 1,155 8.8% 134 10.6% 11,899 33.0% 2,170 Nevada 10,479 14.7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452	South Dakota	-1,696	-5.9%	-1,922	-6.9%	28	13.1%	114	28.4%	84	30.8%	
Arkansas 3,023 3.4% 2,619 3.8% -756 -4.3% 347 28.2% 813 Florida 131,541 24.0% 37,181 10.8% 21,371 24.9% 5,501 42.4% 67,488 Georgia 45,709 17.6% 18,580 10.9% 21,487 27.7% 2,809 45.7% 2,833 Kentucky 944 0.7% 1.156 -0.9% 952 7.3% 384 29.3% 764 Louisiana 14,399 8.2% 2,548 2.3% 6,875 11.9% 1,936 45.4% 3,040 Mississippi 3,221 2.7% 1,804 2.6% 462 1.0% 343 27.7% 612 North Carolina 43,781 15.2% 25,331 12.4% 13,360 18.3% 2,545 47.4% 2,545 South Carolina 18,323 13.7% 12,159 14.0% 4,101 9.5% 907 47.3% 1,156 Tennessee 20,461 11.1% 11,715 8.2% 7,014 18.3% 711 34.5% 1,021 Virginia 44,353 17.6% 16,116 9.1% 12,535 25.1% 9,100 59.0% 6,602 West Virginia -5,330 -7.9% -6,053 -9.5% 25 0.9% 281 31.4% 417  Southwest 275,675 20.6% 73,027 8.9% 35,365 26.0% 22,029 47.9% 145,254 Arizona 45,155 19,7% 14,161 8.6% 2,061 23.2% 2,654 36.7% 26,279 New Mexico 15,742 18.7% 3,078 6.8% 237 10.3% 433 34.4% 11,994 Oklahoma 13,683 10.0% 4,874 4.3% 3,829 27.3% 1,529 39.2% 3,451 Texas 201,095 22.6% 50,914 10.2% 29,238 26.4% 17,413 51.8% 103,550  Rocky Mountain 49,753 11.0% 22,204 5.8% 3,264 25.5% 5,312 36.3% 18,973 Colorado 26,398 12.9% 10,119 6.3% 2,537 25.7% 2,171 29.5% 11,571 Idaho 4,861 8.4% 2,496 4.8% 113 19.4% 387 26.5% 1,865 Montana 9-12 -2.3% -1,634 -4.3% 9 4.2% 170 4.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 3,978 12.9% 2,778 8.2% 42 18.3% 220 71.0% 11,438  Far West 746,699 33.9% 146,358 12.7% 27,011 19.0% 258,817 68.0% 314,513 Hawaii 15,358 28.0% 1,155 8.8% 134 10.6% 11,899 33.0% 2,170 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721	5outheast	335,989	13.8%	131,428	7.8%						60.8%	
Florida 131,541 24.0% 37,181 10.8% 21,371 24.9% 5,501 42.4% 67,488 Georgia 45,709 17.6% 18,580 10.9% 21,487 27.7% 2,809 45.7% 2,833 Kentucky 944 0.7% -1,156 -0.9% 952 7.3% 384 29.3% 764 Louisiana 14,399 8.2% 2,548 2.3% 6,875 11.9% 1.936 45.4% 3,040 Mississippi 3,221 2.7% 1,804 2.6% 462 1.0% 343 27.7% 612 North Carolina 43,781 15.2% 25,331 12.4% 13,360 18.3% 2,545 47.4% 2,545 South Carolina 18,323 13.7% 12,159 14.0% 4,101 9.5% 907 47.3% 1,156 Tennessee 20,461 11.1% 11,715 8.2% 7,014 18.3% 711 34.5% 1,021 Virginia 44,353 17.6% 16,116 9.1% 12,535 25.1% 9,100 59.0% 6,602 West Virginia -5,330 -7.9% -6,053 -9.5% 25 0.9% 281 31.4% 417   Southwest 275,675 20.6% 73,027 8.9% 35,365 26.0% 22,029 47.9% 145,254 Arizona 45,155 19.7% 14,161 8.6% 2,061 23.2% 2,654 36.7% 26,279 New Mexico 15,742 18.7% 3,078 6.8% 237 10.3% 433 34.4% 11,994 Oklahoma 13,683 10.0% 4,874 4.3% 3,829 27.3% 1,529 39.2% 3,451 Texas 201,095 22.6% 50,914 10.2% 29,238 26.4% 17,413 51.8% 103,530 Rocky Mountain 49,753 11.0% 22,204 5.8% 3,264 25.5% 5,312 36.3% 119,973 Colorado 26,398 12.9% 10,119 6.3% 2,537 25.7% 2,171 29.5% 11,571 Idaho 4,861 8.4% 2,496 4.8% 113 19.4% 387 26.5% 18,655 Montana -912 -2.3% -1,634 -4.3% 9 4.2% 170 44.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 3,978 12.9% 1,634 -4.3% 9 4.2% 170 44.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 15,538 28.0% 1,155 8.8% 134 10.6% 11,899 33.0% 2,170 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 11,519 40.0% 6,721 Nevada 10	Alabama	15,564	8.6%	10,584	8.1%	3,255	7.0%	764			45.0%	
Georgia         45,709         17.6%         18,580         10.9%         21,487         27.7%         2,809         45.7%         2,833           Kentucky         944         0.7%         -1,156         -0.9%         952         7.3%         384         29.3%         764           Louisiana         14,399         8.2%         2,548         2.3%         6,875         11.9%         1,936         45.4%         3,040           Mississispi         3,221         2.7%         1,804         2.6%         462         1.0%         343         27.7%         612           North Carolina         43,781         15.2%         25,331         12.4%         13,350         18.3%         2,545         47.4%         2,545           South Carolina         18,323         13.7%         12,159         14.0%         4,101         9.5%         907         47.3%         1,156           Tennessee         20,461         11.1%         11,175         8.2%         7,014         18.3%         711         34.5%         1,021           Virginia         43,533         17.6%         16,116         9.1%         12,535         25.1%         9,100         59.0%         6,602           Vive	Arkansas	3,023	3.4%	2,619	3.8%	-756	-4.3%		28.2%	813	56.2%	
Kentucky         944         0.7%         -1,156         -0.9%         952         7.3%         384         29.3%         764           Louisiana         14,399         8.2%         2,548         2.3%         6,875         11.9%         1,936         45.4%         3,040           Mississippi         3,221         2.7%         1,804         2.6%         462         1.0%         343         27.7%         612           North Carolina         43,781         15.2%         25,331         12.4%         13,360         18.3%         2,545         47.4%         2,545           South Carolina         18,323         13.7%         12,159         14.0%         4,101         9.5%         907         47.3%         1,156           Tennessee         20,461         11.1%         11,715         8.2%         7,014         18.3%         711         34.5%         1,021           Virginia         44,353         17.6%         16,116         9.1%         12,535         25.1%         9,100         59.0%         6,602           West Virginia         -5,330         -7.9%         -6,053         -9.5%         25         0.9%         281         31.4%         417 <td colspan<="" td=""><td>Florida</td><td>131,541</td><td>24.0%</td><td>37,181</td><td>10.8%</td><td>21,371</td><td>24.9%</td><td>5,501</td><td></td><td>67,488</td><td>64.1%</td></td>	<td>Florida</td> <td>131,541</td> <td>24.0%</td> <td>37,181</td> <td>10.8%</td> <td>21,371</td> <td>24.9%</td> <td>5,501</td> <td></td> <td>67,488</td> <td>64.1%</td>	Florida	131,541	24.0%	37,181	10.8%	21,371	24.9%	5,501		67,488	64.1%
Kentúcky         944         0.7%         -1,156         -0.9%         952         7.3%         384         29.3%         764           Louisiana         14,399         8.2%         2,548         2.3%         6,875         11.9%         1,936         45.4%         3,040           Mississippi         3,221         2.7%         612           North Carolina         43,781         15.2%         25,331         12.4%         13,360         18.3%         2,545         47.4%         2,545           South Carolina         18,323         13.7%         12,159         14.0%         4,101         9.5%         907         47.3%         1,156           Tennessee         20,461         11.1%         11,715         8.2%         7,014         18.3%         711         34.5%         1,021           Virginia         44,353         17.6%         16,116         9.1%         12,535         25.1%         9,100         59.0%         6,602           West Virginia         -5,330         -7.9%         -6,053         -9.5%         25         0.9%         281         31.4%         417           Southwest         275,675         20.6%         73,027         8.9%         35,365	Georgia	45,709	17.6%	18,580	10.9%	21,487	27.7%	2,809	45.7%	2,833	47.5%	
Louisiana 14,399 8,2% 2,548 2,3% 6,875 11,9% 1,936 45.4% 3,040 Mississippi 3,221 2,7% 1,804 2.6% 462 1.0% 343 27.7% 612 North Carolina 43,781 15.2% 25,331 12,4% 13,360 18.3% 2,545 47.4% 2,545 South Carolina 18,323 13,7% 12,159 14,0% 4,101 9,5% 907 47,3% 1,156 Tennessee 20,461 11.1% 11,715 8.2% 7,014 18.3% 711 34.5% 1,021 Virginia 44,353 17.6% 16,116 9,1% 12,535 25,1% 9,100 59.0% 6,602 West Virginia -5,330 -7,9% -6,053 -9.5% 25 0,9% 281 31.4% 417   **Southwest**  275,675 20.6% 73,027 8.9% 35,365 26.0% 22,029 47.9% 145,254 Arizona 45,155 19,7% 14,161 8.6% 2,061 23,2% 2,654 36,7% 26,279 New Mexico 15,742 18.7% 3,078 6.8% 2,061 23,2% 2,654 36,7% 26,279 New Mexico 15,742 18.7% 3,078 6.8% 2,061 23,2% 2,654 36,7% 26,279 New Mexico 15,000 4,874 4.3% 3,829 27,3% 1,529 39.2% 3,451 Texas 201,095 22,6% 50,914 10,2% 29,238 26,4% 17,413 51.8% 103,530   **Rocky Mountain**  49,753 11.0% 22,204 5.8% 3,264 25.5% 5,312 36.3% 18,973 Colorado 26,398 12.9% 10,119 6.3% 2,537 25,7% 2,171 29.5% 11,571 Idaho 4,861 8.4% 2,496 4.8% 113 19.4% 387 26.5% 1,865 Montana -912 -2.3% 1,634 -4.3% 9 4.2% 170 44.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 3,978 12.9% 1,634 -4.3% 9 4.2% 170 44.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 15,358 28.0% 1,46,358 12.7% 27,011 19.0% 258,817 68.0% 314,513 Alaska 6,335 25.6% 1,935 9.9% 326 20.0% 2,926 174,2% 1,148 California 645,767 39.1% 109,714 14.8% 22,781 18.9% 22,5011 73.9% 288,261 Hawaii 15,358 28.0% 1,155 8.8% 134 10.6% 11,899 33.0% 2,170 Nevada 10,479 14.7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452		944	0.7%	-1,156	-0.9%	952	7.3%	384	29.3%	764	39.4%	
Mississippi         3,221         2,7%         1,804         2,6%         462         1,0%         343         27,7%         612           North Carolina         43,781         15,2%         25,331         112,4%         13,360         18,3%         2,545         47,4%         2,545           South Carolina         18,323         13,7%         12,159         14,0%         4,101         9,5%         907         47,3%         1,156           Tennessee         20,461         11,1%         11,715         8,2%         7,014         18,3%         711         34,5%         1,021           Virginia         44,353         17,6%         16,116         9,1%         12,535         25,1%         9,100         59,0%         6,602           West Virginia         -5,330         -7,9%         -6,053         -9,5%         25         0,9%         281         31,4%         417           Southwest         275,675         20,6%         73,027         8,9%         35,365         26,0%         22,029         47.9%         145,254           Arizona         45,155         19,7%         14,161         8,6%         2,37         10,3%         433         34,4%         11,994		14.399	8.2%	2,548	2.3%	6,875	11.9%	1,936	45.4%	3,040	55.0%	
North Carolina 43,781 15.2% 25,331 12.4% 13,360 18.3% 2,545 47.4% 2,545 South Carolina 18,323 13.7% 12,159 14.0% 4,101 9.5% 907 47.3% 1,156 Tennessee 20,461 11.1% 11,715 8.2% 7,014 18.3% 711 34.5% 1,021 Virginia 44,353 17.6% 16,116 9.1% 12,535 25.1% 9,100 59.0% 6,602 West Virginia -5,330 -7.9% -6,053 -9.5% 25 0.9% 281 31.4% 417  **Southwest**  275,675 20.6% 73,027 8.9% 35,365 26.0% 22,029 47.9% 145,254 Arizona 45,155 19.7% 14,161 8.6% 2,061 23.2% 2,654 36.7% 26,279 New Mexico 15,742 18.7% 3,078 6.8% 237 10.3% 433 34.4% 11,994 Oklahoma 13,683 10.0% 4,874 4.3% 3,829 27.3% 1,529 39.2% 3,451 Texas 201,095 22.6% 50,914 10.2% 29,238 26.4% 17,413 51.8% 103,530  **Rocky Mountain**  Ago Alexandra 49,753 11.0% 22,204 5.8% 3,264 25.5% 5,312 36.3% 18,973 Colorado 26,398 12.9% 10,119 6.3% 2,537 25.7% 2,171 29.5% 11,571 Idaho 4,861 8.4% 2,496 4.8% 113 19.4% 387 26.5% 1,865 Montana -912 -2.3% -1,634 -4.3% 9 4.2% 170 44.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 3,978 12.9% 2,278 8.2% 42 18.3% 220 71.0% 1,438  **Far West**  746,699 33.9% 146,358 12.7% 27,011 19.0% 258,817 68.0% 314,513 Alaska 6,335 25.6% 1,935 9.9% 326 20.0% 2,926 174.2% 1,148 California 645,767 39.1% 109,714 14.8% 22,781 18.9% 225,011 73.9% 288,261 Hawaii 15,358 28.0% 1,155 8.8% 134 10.6% 11,899 33.0% 2,170 Nevada 10,479 14,7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452							1.0%	343	27.7%	612	37.5%	
South Carolina         18,323         13.7%         12,159         14.0%         4,101         9.5%         907         47.3%         1,156           Tennessee         20,461         11.1%         11,715         8.2%         7,014         18.3%         711         34.5%         1,021           Virginia         44,353         17.6%         16,116         9.1%         12,535         25.1%         9,100         59.0%         6,602           West Virginia         -5,330         -7.9%         -6,053         -9.5%         25         0.9%         281         31.4%         417           Southwest         275,675         20.6%         73,027         8.9%         35,365         26.0%         22,029         47.9%         145,254           Arizona         45,155         19.7%         14,161         8.6%         2,061         23.2%         2,654         36.7%         26,279           New Mexico         15,742         18.7%         3,078         6.8%         237         10.3%         433         34.4%         11,994           Oklahoma         13,683         10.0%         4,874         4.3%         3,829         27.3%         1,529         39.2%         3,451						13.360	18.3%	2.545	47.4%	2,545	45.6%	
Tennessee 20,461 11.1% 11,715 8.2% 7,014 18.3% 711 34.5% 1,021 Virginia 44,353 17.6% 16,116 9.1% 12,535 25.1% 9,100 59.0% 6,602 West Virginia -5,330 -7.9% -6,053 -9.5% 25 0.9% 281 31.4% 417  Southwest 275,675 20.6% 73,027 8.9% 35,365 26.0% 22,029 47.9% 145,254 Arizona 45,155 19.7% 14,161 8.6% 2,061 23.2% 2,654 36.7% 26,279 New Mexico 15,742 18.7% 3,078 6.8% 237 10.3% 433 34.4% 11,994 Oklahoma 13,683 10.0% 4,874 4.3% 3,829 27.3% 1,529 39.2% 3,451 Texas 201,095 22.6% 50,914 10.2% 29,238 26.4% 17,413 51.8% 103,530  Rocky Mountain 49,753 11.0% 22,204 5.8% 3,264 25.5% 5,312 36.3% 18,973 Colorado 26,398 12.9% 10,119 6.3% 2,537 25.7% 2,171 29.5% 11,571 Idaho 4,861 8.4% 2,496 4.8% 113 19.4% 387 26.5% 1,865 Montana -912 -2.3% -1,634 -4.3% 9 4.2% 170 44.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 3,978 12.9% 2,278 8.2% 42 18.3% 220 71.0% 1,438  Far West 746,699 33.9% 146,358 12.7% 27,011 19.0% 258,817 68.0% 314,513 Alaska 6,335 25.6% 1,935 9.9% 326 20.0% 2,926 174.2% 1,148 California 645,767 39.1% 109,714 14.8% 22,781 18.9% 225,011 73.9% 288,261 Hawaii 15,358 28.0% 1,155 8.8% 134 10.6% 11,899 33.0% 2,170 Nevada 10,479 14.7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452											52.2%	
Virginia         44,353         17.6%         16,116         9.1%         12,535         25.1%         9,100         59.0%         6,602           West Virginia         -5,330         -7.9%         -6,053         -9.5%         25         0.9%         281         31.4%         417           Southwest         275,675         20.6%         73,027         8.9%         35,365         26.0%         22,029         47.9%         145,254           Arizona         45,155         19.7%         14,161         8.6%         2,061         23.2%         2,654         36.7%         26,279           New Mexico         15,742         18.7%         3,078         6.8%         237         10.3%         433         34.4%         11,994           Oklahoma         13,683         10.0%         4,874         4.3%         3,829         27.3%         1,529         39.2%         3,451           Texas         201,095         22.6%         50,914         10.2%         29,238         26.4%         17,413         51.8%         103,530           Rocky Mountain         49,753         11.0%         22,204         5.8%         3,264         25.5%         5,312         36.3%         18,973											43.8%	
West Virginia         -5,330         -7.9%         -6,053         -9.5%         25         0.9%         281         31.4%         417           Southwest         275,675         20.6%         73,027         8.9%         35,365         26.0%         22,029         47.9%         145,254           Arizona         45,155         19.7%         14,161         8.6%         2,061         23.2%         2,654         36.7%         26,279           New Mexico         15,742         18.7%         3,078         6.8%         237         10.3%         433         34.4%         11,994           Oklahoma         13,683         10.0%         4,874         4.3%         3,829         27.3%         1,529         39.2%         3,451           Texas         201,095         22.6%         50,914         10.2%         29,238         26.4%         17,413         51.8%         103,530           Rocky Mountain         49,753         11.0%         22,204         5.8%         3,264         25.5%         5,312         36.3%         18,973           Colorado         26,398         12.9%         10,119         6.3%         2,537         25.7%         2,171         29.5%         11,5571 <tr< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>62.9%</td></tr<>											62.9%	
Arizona 45,155 19.7% 14,161 8.6% 2,061 23.2% 2,654 36.7% 26,279 New Mexico 15,742 18.7% 3,078 6.8% 237 10.3% 433 34.4% 11,994 Oklahoma 13,683 10.0% 4,874 4.3% 3,829 27.3% 1,529 39.2% 3,451 Texas 201,095 22.6% 50,914 10.2% 29,238 26.4% 17,413 51.8% 103,530  Rocky Mountain 49,753 11.0% 22,204 5.8% 3,264 25.5% 5,312 36.3% 18,973 Colorado 26,398 12.9% 10,119 6.3% 2,537 25.7% 2,171 29.5% 11,571 Idaho 4,861 8.4% 2,496 4.8% 113 19.4% 387 26.5% 1,865 Montana -912 -2.3% -1,634 -4.3% 9 4.2% 170 44.4% 543 Utah 15,428 13.0% 8,945 8.5% 563 29.9% 2,364 46.1% 3,556 Wyoming 3,978 12.9% 2,278 8.2% 42 18.3% 220 71.0% 1,438  Far West 746,699 33.9% 146,358 12.7% 27,011 19.0% 258,817 68.0% 314,513 Alaska 6,335 25.6% 1,935 9.9% 326 20.0% 2,926 174.2% 1,148 California 645,767 39.1% 109,714 14.8% 22,781 18.9% 225,011 73.9% 288,261 Hawaii 15,358 28.0% 1,155 8.8% 134 10.6% 11,899 33.0% 2,170 Nevada 10,479 14.7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452											58.8%	
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New Mexico         15,742         18.7%         3,078         6.8%         237         10.3%         433         34.4%         11,994           Oklahoma         13,683         10.0%         4,874         4.3%         3,829         27.3%         1,529         39.2%         3,451           Texas         201,095         22.6%         50,914         10.2%         29,238         26.4%         17,413         51.8%         103,530           Rocky Mountain         49,753         11.0%         22,204         5.8%         3,264         25.5%         5,312         36.3%         18,973           Colorado         26,398         12.9%         10,119         6.3%         2,537         25.7%         2,171         29.5%         11,571           Idaho         4,861         8.4%         2,496         4.8%         113         19.4%         387         26.5%         1,865           Montana         -912         -2.3%         -1,634         -4.3%         9         4.2%         170         44.4%         543           Utah         15,428         13.0%         8,945         8.5%         563         29.9%         2,364         46.1%         3,556           Wyoming				-							55.2%	
Oklahoma         13,683         10.0%         4,874         4.3%         3,829         27.3%         1,529         39.2%         3,451           Texas         201,095         22.6%         50,914         10.2%         29,238         26.4%         17,413         51.8%         103,530           Rocky Mountain         49,753         11.0%         22,204         5.8%         3,264         25.5%         5,312         36.3%         18,973           Colorado         26,398         12.9%         10,119         6.3%         2,537         25.7%         2,171         29.5%         11,571           Idaho         4,861         8.4%         2,496         4.8%         113         19.4%         387         26.5%         1,865           Montana         -912         -2.3%         -1,634         -4.3%         9         4.2%         170         44.4%         543           Utah         15,428         13.0%         8,945         8.5%         563         29.9%         2,364         46.1%         3,556           Wyoming         3,978         12.9%         2,278         8.2%         42         18.3%         220         71.0%         1,438           Far West <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td></th<>								-				
Texas         201,095         22.6%         50,914         10.2%         29,238         26.4%         17,413         51.8%         103,530           Rocky Mountain         49,753         11.0%         22,204         5.8%         3,264         25.5%         5,312         36.3%         18,973           Colorado         26,398         12.9%         10,119         6.3%         2,537         25.7%         2,171         29.5%         11,571           Idaho         4,861         8.4%         2,496         4.8%         113         19.4%         387         26.5%         1,865           Montana         -912         -2.3%         -1,634         -4.3%         9         4.2%         170         44.4%         543           Utah         15,428         13.0%         8,945         8.5%         563         29.9%         2,364         46.1%         3,556           Wyoming         3,978         12.9%         2,278         8.2%         42         18.3%         220         71.0%         1,438           Far West         746,699         33.9%         146,358         12.7%         27,011         19.0%         258,817         68.0%         314,513           Alaska											34.4%	
Rocky Mountain         49,753         11.0%         22,204         5.8%         3,264         25.5%         5,312         36.3%         18,973           Colorado         26,398         12.9%         10,119         6.3%         2,537         25.7%         2,171         29.5%         11,571           Idaho         4,861         8.4%         2,496         4.8%         113         19.4%         387         26.5%         1,865           Montana         -912         -2.3%         -1,634         -4.3%         9         4.2%         170         44.4%         543           Utah         15,428         13.0%         8,945         8.5%         563         29.9%         2,364         46.1%         3,556           Wyoming         3,978         12.9%         2,278         8.2%         42         18.3%         220         71.0%         1,438           Far West         746,699         33.9%         146,358         12.7%         27,011         19.0%         258,817         68.0%         314,513           Alaska         6,335         25.6%         1,935         9.9%         326         20.0%         2,926         174.2%         1,148           California											59.6% 42.0%	
Colorado         26,398         12.9%         10,119         6.3%         2,537         25.7%         2,171         29.5%         11,571           Idaho         4,861         8.4%         2,496         4.8%         113         19.4%         387         26.5%         1,865           Montana         -912         -2.3%         -1,634         -4.3%         9         4.2%         170         44.4%         543           Utah         15,428         13.0%         8,945         8.5%         563         29.9%         2,364         46.1%         3,556           Wyoming         3,978         12.9%         2,278         8.2%         42         18.3%         220         71.0%         1,438           Far West         746,699         33.9%         146,358         12.7%         27,011         19.0%         258,817         68.0%         314,513           Alaska         6,335         25.6%         1,935         9.9%         326         20.0%         2,926         174.2%         1,148           California         645,767         39.1%         109,714         14.8%         22,781         18.9%         225,011         73.9%         288,261           Hawaii <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>		-										
Idaho       4,861       8.4%       2,496       4.8%       113       19.4%       387       26.5%       1,865         Montana       -912       -2.3%       -1,634       -4.3%       9       4.2%       170       44.4%       543         Utah       15,428       13.0%       8,945       8.5%       563       29.9%       2,364       46.1%       3,556         Wyoming       3,978       12.9%       2,278       8.2%       42       18.3%       220       71.0%       1,438         Far West       746,699       33.9%       146,358       12.7%       27,011       19.0%       258,817       68.0%       314,513         Alaska       6,335       25.6%       1,935       9.9%       326       20.0%       2,926       174.2%       1,148         California       645,767       39.1%       109,714       14.8%       22,781       18.9%       225,011       73.9%       288,261         Hawaii       15,358       28.0%       1,155       8.8%       134       10.6%       11,899       33.0%       2,170         Nevada       10,479       14.7%       995       1.9%       1,244       22.6%       1,519 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>48.6% 44.1%</td></td<>											48.6% 44.1%	
Montana         -912         -2.3%         -1,634         -4.3%         9         4.2%         170         44.4%         543           Utah         15,428         13.0%         8,945         8.5%         563         29.9%         2,364         46.1%         3,556           Wyoming         3,978         12.9%         2,278         8.2%         42         18.3%         220         71.0%         1,438           Far West         746,699         33.9%         146,358         12.7%         27,011         19.0%         258,817         68.0%         314,513           Alaska         6,335         25.6%         1,935         9.9%         326         20.0%         2,926         174.2%         1,148           California         645,767         39.1%         109,714         14.8%         22,781         18.9%         225,011         73.9%         288,261           Hawaii         15,358         28.0%         1,155         8.8%         134         10.6%         11,899         33.0%         2,170           Nevada         10,479         14.7%         995         1.9%         1,244         22.6%         1,519         40.0%         6,721           Oregon <td></td> <td>59.4%</td>											59.4%	
Utah         15,428         13.0%         8,945         8.5%         563         29.9%         2,364         46.1%         3,556           Wyoming         3,978         12.9%         2,278         8.2%         42         18.3%         220         71.0%         1,438           Far West         746,699         33.9%         146,358         12.7%         27,011         19.0%         258,817         68.0%         314,513           Alaska         6,335         25.6%         1,935         9.9%         326         20.0%         2,926         174.2%         1,148           California         645,767         39.1%         109,714         14.8%         22,781         18.9%         225,011         73.9%         288,261           Hawaii         15,358         28.0%         1,155         8.8%         134         10.6%         11,899         33.0%         2,170           Nevada         10,479         14.7%         995         1.9%         1,244         22.6%         1,519         40.0%         6,721           Oregon         19,675         13.1%         9,530         7.4%         730         20.1%         3,963         42.3%         5,452											48.1%	
Wyoming         3,978         12.9%         2,278         8.2%         42         18.3%         220         71.0%         1,438           Far West         746,699         33.9%         146,358         12.7%         27,011         19.0%         258,817         68.0%         314,513           Alaska         6,335         25.6%         1,935         9.9%         326         20.0%         2,926         174.2%         1,148           California         645,767         39.1%         109,714         14.8%         22,781         18.9%         225,011         73.9%         288,261           Hawaii         15,358         28.0%         1,155         8.8%         134         10.6%         11,899         33.0%         2,170           Nevada         10,479         14.7%         995         1.9%         1,244         22.6%         1,519         40.0%         6,721           Oregon         19,675         13.1%         9,530         7.4%         730         20.1%         3,963         42.3%         5,452												
Far West         746,699         33.9%         146,358         12.7%         27,011         19.0%         258,817         68.0%         314,513           Alaska         6,335         25.6%         1,935         9.9%         326         20.0%         2,926         174.2%         1,148           California         645,767         39.1%         109,714         14.8%         22,781         18.9%         225,011         73.9%         288,261           Hawaii         15,358         28.0%         1,155         8.8%         134         10.6%         11,899         33.0%         2,170           Nevada         10,479         14.7%         995         1.9%         1,244         22.6%         1,519         40.0%         6,721           Oregon         19,675         13.1%         9,530         7.4%         730         20.1%         3,963         42.3%         5,452											58.9% 58.0%	
Alaska     6,335     25.6%     1,935     9.9%     326     20.0%     2,926     174.2%     1,148       California     645,767     39.1%     109,714     14.8%     22,781     18.9%     225,011     73.9%     288,261       Hawaii     15,358     28.0%     1,155     8.8%     134     10.6%     11,899     33.0%     2,170       Nevada     10,479     14.7%     995     1.9%     1,244     22.6%     1,519     40.0%     6,721       Oregon     19,675     13.1%     9,530     7.4%     730     20.1%     3,963     42.3%     5,452												
California     645,767     39.1%     109,714     14.8%     22,781     18.9%     225,011     73.9%     288,261       Hawaii     15,358     28.0%     1,155     8.8%     134     10.6%     11,899     33.0%     2,170       Nevada     10,479     14.7%     995     1.9%     1,244     22.6%     1,519     40.0%     6,721       Oregon     19,675     13.1%     9,530     7.4%     730     20.1%     3,963     42.3%     5,452											59.9%	
Hawaii 15,358 28.0% 1,155 8.8% 134 10.6% 11,899 33.0% 2,170 Nevada 10,479 14.7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452										1,148	63.3%	
Nevada 10,479 14.7% 995 1.9% 1,244 22.6% 1,519 40.0% 6,721 Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452											59.4%	
Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452	Hawaii		28.0%								50.6%	
Oregon 19,675 13.1% 9,530 7.4% 730 20.1% 3,963 42.3% 5,452	Nevada	10,479	14.7%								68.7%	
	Oregon	19,675		9,530	7.4%	730	20.1%	3,963	42.3%		65.1%	
					11.8%	1,796	18.8%	13,499	53.3%	10,761	69.1%	
Totals 1,755,702 15.9% 389,958 5.2% 259,108 18.0% 399,426 60.1% 707,210	Totals	1,755.702	15.9%	389,958	5.2%	259,108	18.0%	399,426	60.1%	707,210	52.3%	

**5ource:** Educational Testing Service (AASCU calculation of state/regional totals)

Note: Includes 2-year and 4-year enrollments.



Islanders in terms of representation at the faculty level. For their part, Asian/Pacific Islanders are well-represented among students and faculty in relation to their share of the general population, but are markedly less present among campus leadership. Hispanics are similarly underrepresented at the leadership level, but also among faculty. [see Tables 1 and 2; Figure 4]

Trends in this area give rise to still more challenges for higher education leaders and policymakers, including:

The need to probe, through research and candid dialogue, the differences in participation among minority groups at various levels of the academy. Can they be explained by institutional factors? By cultural factors? By a combination of these and other factors?

The need to carefully examine and re-examine—the array of paths to campus leadership, focusing attention on those that may contribute to a more diverse leadership community; and

The need to continue and expand programs such as AASCU's Millennium Leadership Initiative, emphasizing outreach to groups that are particularly underrepresented among campus CEOs and senior administrators.

#### **Looking Ahead**

The next decade will severely test the creativity and foresight of higher education leaders and policymakers alike, as the reality of increasing racial and ethnic diversity meets the reality of economic restructuring and fiscal retrenchment. Nowhere will this be more apparent than at the nation's

state colleges and universities, where an influx of students from first-generation and other historically disadvantaged backgrounds will seek the promise of a postsecondary degree. In view of those realities, institutions ability to strengthen their pipelines will depend in no small part on new approaches and collaboration with a wide range of partners on issues such as recruitment and retention, whether for students, faculty, or leadership.

15%

10%

5%

White (non-Hispanic)

According to the **Educational Testing** thereof." Service, enrollment at public two- and fouryear institutions is projected to increase by 1.76 million students between 2000 and 2015, and more than three-quarters of that increase (just under one million students) will be comprised by students from racial/ ethnic minority groups. During this period, the largest numeric growth will occur among Hispanics (increase of 707,210 students), while Asian/Pacific Islanders will post the largest percentage gains [see Table 3]. Enrollment growth is expected to be most intense in the West and South, with more than half of the projected growth concentrated in three states— California, Florida, and Texas.

#### The Bottom Line

The pipeline imagery is especially apt for discussing racial/ethnic diversity in higher

Figure 4. Change in Executive/Administrative/
Managerial Staff\* at Public Four-Year
Institutions by Race/Ethnicity
Fall 1993 to Fall 2000

40%
35%
30%
33.2%
36.0%
25%
20%

**Source**: U.S. Department of Education, National Center for Education Statistics

Hispanic

education at this point in history, as the steadily increasing "flow" of racial and ethnic minorities will increasingly reveal points of stress or leakage in our postsecondary system. For policymakers and university leaders, the critical tasks will be to pinpoint areas of stress or breakdown in system and institutional pipelines, carefully assess the cause(s) of those stresses and breakdowns, and develop policy and/or programming to address them.

This will be no small order, especially for colleges and universities in states that are experiencing dramatic enrollment growth and serious fiscal strain. Attending to pipeline issues will be absolutely necessary if opportunity and success are to be fully articulated and recognized at the universities in the New Economy.

<sup>\*</sup>Defined as "all persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof."

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#### **American Association of State Colleges and Universities**

1307 New York Avenue, N.W. • Fifth Floor • Washington, DC 20005-4701 202.293.7070 • fax 202.296.5819 • www.aascu.org





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